

Working in Britain 2000 User Guide

This user guide accompanies the datafile: WIB.dta

Contents

User Guide 1

Introduction

Weighting

Missing Values and other negative data values

Top coded values

Occupation

Derived variables

Data Dictionary

User Guide 2: Variable Frequencies

User Guide 3 Employee questionnaire

User Guide 4: Self Employed questionnaire

User Guide 5: Self -completion questionnaire 1 (managerial and professional employees)

User Guide 6: Self -completion questionnaire 2 (non managerial/professional employees)

User Guide 7: Self -completion questionnaire 3 (self employed)

User Guide 8: Employee Show Cards

User Guide 9: Self Employed Showcards

User Guide 10: Technical report from NFO System Three Social Research

User Guide 1

Introduction

In April 2000 the Policy Studies Institute (PSI) commissioned Public Attitude Surveys (subsequently known as NFO System Three Social Research) to conduct a national sample survey of employed people in Great Britain, as part of the research study *Changing employment relationships, employment contracts and the future of work*. This study was funded at the University of Westminster and the London School of Economics (LSE) by the Economic and Social Research Council (ESRC), as part of its Future of Work Research programme.

The main aim of the *Changing employment relationships, employment contracts and the future of work* study is to contribute to the identification and description of changes in the employment relationship and in the contractual basis of employment over the 1980s and 1990s, and to assess the implications of these changes for workers and employers. The design of the survey of employed people aimed to provide a national sample of employed people in Great Britain that would permit comparisons with the results of previous large-scale surveys of employment issues, such as the *Employment in Britain* survey of 1992 and the *Class in Modern Britain* survey of 1984. The key requirements in this respect were a sample size of 2,500 achieved interviews using a probability sampling method and providing geographical coverage of the administrative regions.

2,466 interviews were achieved, a response rate of 65% (see User Guide 10 – the Technical Report - for further details).

The Interviews

The questionnaires were completed by the NFO System Three interviewers. These were personal, paper based interviews in the home, of approximately one hour duration. Separate schedules were provided for employees and the self employed with comparable questions given the same question numbers. Self-completion questionnaires were also issued and returned to the interviewer. There were three varieties of self-completion form: for managers, non-managers and self-employed. Fully completed self-completion questionnaires were received from 2,349 (95.3%) of respondents.

Weighting

The dataset contains 2 weighting variables; 'kish' and 'lfswt3'. The dataset must be weighted to take account of differing selection probabilities.

The 'kish' weight takes account of the fact that while households have an equal probability of selection, only 1 individual within each household is interviewed. Living in a large household therefore depresses selection probabilities while residence in a small household enhances selection probability. The kish weight corrects this bias.

The WiB dataset was also compared with the 2000 Labour Force Survey in order to determine whether particular groups of people were over or under-represented. The variables used were:

Contractual status (full time vs part time)

Sex

Age

Socio-economic group

Lfswt3 compensates for any bias according to these criteria. Lfswt3 also subsumes the kish weighting structure and should therefore be used as a more comprehensive alternative to 'kish'.

Note: Lfswt3 contains a few large weights resulting from individuals who are in multi-occupancy housing. In these cases it may be preferable to constrain the weights to an upper cut-off value.

Missing Values and other negative data values

The following codes are generally used in the dataset to indicate missing values:

-99.989	missing
-2	not stated
-1	don't know
-3	refused

Other negative values are present for specific questions:

G5b	-11	time is variables
	-12	no usual place of work
K8	-13	do not have basic hours
K8c / K8d	-4	varies
N5a/N5c	-21	never
	-22	would retire / forever
P4g	-7	full time
	-8	part time

Note: question e5b_ (month entered present job) has code 13 to indicate 'not stated'.

Top Coded Values

E2c	100	100 or more
-----	-----	-------------

Occupation

For the following occupation value labels see OPCS Standard Occupational Classification Vol 1 (1990):

Respondent's current occupation	e1a, soc
Respondent's previous occupation	c2a
Partner's current occupation	p4b

Derived Variables

Derived variables relating to social class coding and weighting are included at the start of the dataset (see Data Dictionary). In addition, the dataset includes four variables that have been derived from the source data by means of the Stata code idderiv.do. The Stata code is shown in full below:

Idderiv.do

Region	region of residence
Density	density (stratifying variable)
Intmo	month of interview
Tenurec	length of time (in months) with current employer

```
* idderiv.do ;
```

```
* variables derived from id variables (idno, ibid) in wib ;
```

```
* postal sector = clustering variable ;
```

```
/* note: in following, the addition of 200 to the sector identifier  
is in order to keep the codes distinct from Employment in Britain */
```

```
gen postsecr=int(idno/100)+200 ;
```

```
label variable postsecr "postal sector (clustering variable)" ;
```

```
* produce regions variable from postal sector ;
```

```
gen region=1 if postsecr>200 & postsecr<210 ;  
replace region=2 if postsecr>209 & postsecr<224 ;  
replace region=4 if postsecr>223 & postsecr<237 ;  
replace region=6 if postsecr>236 & postsecr<243 ;  
replace region=7 if postsecr>242 & postsecr<275 ;  
replace region=8 if postsecr>274 & postsecr<290 ;  
replace region=5 if postsecr>289 & postsecr<305 ;  
replace region=3 if postsecr>304 & postsecr<324 ;  
replace region=9 if postsecr>323 & postsecr<332 ;  
replace region=10 if postsecr>331 & postsecr<348 ;  
replace region=11 if postsecr>347 & postsecr<368 ;
```

```
label define region 1 "north" 2 "yorks & humb" 3 "n west" 4 "e mids"  
5 "w mids" 6 "e anglia" 7 "s east" 8 "s west" 9 "wales" 10 "scotland"  
11 "g london" ;
```

```
label values region region ;
```

```

label variable region "Administrative region" ;

* derive the stratifying variable density from postsecr ;

gen density=0 ;
qui for num 1 2 10/12 24/26 37 43/50 75/78 90/93 105/109 124 125 132/135
148/152 :
    replace density=1 if postsecr==X+200 ;
qui for num 3 4 13/16 27/29 38/39 51/58 79/82 94/96 110/113 126 127 136/139
153/157 :
    replace density=2 if postsecr==X+200 ;
qui for num 5/7 17/20 30/33 40 59/66 83/85 97/100 114/118 128 129 140/143
158/162 :
    replace density=3 if postsecr==X+200 ;
qui for num 8 9 21/23 34/36 41 42 67/74 86/89 101/104 119/123 130 131 144/147
163/167 :
    replace density=4 if postsecr==X+200 ;

replace density=. if density==0 ;

label variable density "Density (stratifying variable)" ;

* derive the interview month (intmo) from serial number ibid ;

* there are parallel series for managers, other employees and self-employed ;

* June 2000 is called month 6, January 2001 is called month 13 ;

* non-managers ;
gen intmo=6 if ibid<10074 ;
replace intmo=7 if ibid>10073 & ibid<10425 ;
replace intmo=8 if ibid>10424 & ibid<10799 ;
replace intmo=9 if ibid>10798 & ibid<11205 ;
replace intmo=10 if ibid>11204 & ibid<11388 ;
replace intmo=11 if ibid>11387 & ibid<11408 ;
replace intmo=12 if ibid>11407 & ibid<11424 ;
replace intmo=13 if ibid>11423 & ibid<11446 ;

* managers ;
replace intmo=6 if ibid>40000 & ibid<40024 ;
replace intmo=7 if ibid>40023 & ibid<40189 ;
replace intmo=8 if ibid>40188 & ibid<40324 ;
replace intmo=9 if ibid>40323 & ibid<40556 ;
replace intmo=10 if ibid>40555 & ibid<40595 ;
replace intmo=11 if ibid>40594 & ibid<40659 ;
replace intmo=12 if ibid>40658 & ibid<40680 ;
replace intmo=13 if ibid>40679 & ibid<40694 ;

* self-employed ;
replace intmo=6 if ibid>70000 & ibid<70018 ;
replace intmo=7 if ibid>70017 & ibid<70105 ;
replace intmo=8 if ibid>70104 & ibid<70179 ;
replace intmo=9 if ibid>70178 & ibid<70257 ;
replace intmo=10 if ibid>70256 & ibid<70302 ;
replace intmo=11 if ibid>70301 & ibid<70327 ;
replace intmo=12 if ibid>70326 & ibid<70329 ;
replace intmo=13 if ibid>70328 & ibid<70336 ;

* intdate is the interview month calculated in months from January 1900 ;
gen intdate=1200+intmo ;

```

```

label variable intmo "Interview month with Jan 2000=1" ;
label variable intdate "Interview date in months from Jan 1900" ;

* use intdate to calculate the current incomplete job tenure (tenurec) ;
* first calculate the current job start date (stdate) in months from 1900 ;
* ye5ar is the start year of the job and e5b_ is the start month ;
* if e5b_ is missing it is coded 13 and a value of 6 is imputed ;
* these cases can be excluded from tenurec by conditioning on e5b_~=13 ;

gen stdate=(12*(ye5ar-1900))+e5b_ if e5b_<13 ;
replace stdate=(12*(ye5ar-1900))+6 if e5b_==13 ;

gen tenurec=(intdate-stdate) if intdate>=stdate ;

label variable stdate "Job start in months from January 1900" ;
label variable tenurec "Incomplete tenure of current job in months" ;

```

Derived variables for earnings and wages

The source variables relating to pay, pay-periods and hours require processing in order to generate earnings and wage variables. These derived variables have not been included in the dataset since their derivation requires some decisions concerning re-coding, exclusion or imputation in particular cases. However the following Stata code indicates some of the initial steps which are required and draws attention to further issues which the user should be aware of in generating derived variables from the source values.

* **payderiv.do** :

```

* note: this code assumes availability of variables yo1ar yo1cr and yo2arr ;
* these have recoded missing values to facilitate use ;
* yo1ar corresponds to question 0.1a - gross pay ;
* yo1cr corresponds to question 0.1c - gross pay ;
* yo2arr corresponds to question 0.2a - total paid hours ;

/* note that yo1ar and yo1cr contain some zero values which
   should be set to missing */

* basic calculations ;

* (a) net weekly earnings ;
gen netkw1=yo1cr if o1d==1 ;
replace netkw1=yo1cr/2 if o1d==2 ;
replace netkw1=yo1cr/4 if o1d==3 ;
replace netkw1=(yo1cr*12)/52 if o1d==4 ;
replace netkw1=yo1cr/13 if o1d==5 ;
replace netkw1=yo1cr/52 if o1d==6 ;
replace netkw1=. if yo1cr==0 ;

label variable netkw1 "net weekly earnings (unpurged)" ;

* (b) gross weekly earnings ;
gen grkw1=yo1ar if o1b==1 ;
replace grkw1=yo1ar/2 if o1b==2 ;
replace grkw1=yo1ar/4 if o1b==3 ;
replace grkw1=(yo1ar*12)/52 if o1b==4 ;
replace grkw1=yo1ar/13 if o1b==5 ;
replace grkw1=yo1ar/52 if o1b==6 ;

```

```

replace grwkwi1=. if yo1ar==0 ;

label variable grwkwi1 "gross weekly earnings (unpurged)" ;

* (c) net hourly wage ;
gen nethrwi1=netwkwi1/yo2arr if yo2arr>0 & yo2arr<. ;

label variable nethrwi1 "net hourly wage (unpurged)" ;

* (d) gross hourly wage ;
gen grhrwi1=grwkwi1/yo2arr if yo2arr>0 & yo2arr<. ;

label variable grhrwi1 "gross hourly wage (unpurged)" ;

/* N.B. above changes do not remove implausible or outlying values.
The following comments point to some of the chief problems which
need to be addressed in order to derive corrected or purged values */

/* (e) there are 3 cases where o1b or o1d have been coded 'quarterly' and
it is plausible to recode as follows before

    replace o1d=1 if ibid==10775
    replace o1b=4 if ibid==11301
    replace o1d=6 if ibid==40218    */

/* (f) There are two cases where values are clearly inconsistent and it is
recommended that they be set to missing as follows:

    replace yo2arr=. if ibid==10077
    replace yo1ar=. if ibid==10923
    replace yo1cr=. if ibid==10923    */

/* (g) There are some cases where the relationship between gross and net
earnings as reported is implausible (e.g. gross substantially less than
net or more than twice as great as net). The most serious inconsistencies
arise with the following cases: (ibid) 10222, 10387,
10656, 10917, 10976, 11320. */

/* (h) The user should also note that in some cases
gross earnings are reported but not net, while in others (more frequent)
net earnings are reported but not gross. */

/* (i) The weekly hours variable (yo2arr) contains a value of 140 (ibid=40370)
and another of 110 (ibid=11254). Note also that no lower limit
of weekly hours was set for eligibility for the survey - 27 respondents
reported less than 7 hours worked per week. */

/* (j) The earnings and wage variables will be found to have some extreme
values even after processing of the above cases. */

```

Y Variables

The following variables with prefix Y are continuous variables with Stata system missing values (.) applied to replace the negative values originally used as missing value indicators. The original variables also remain within the dataset. Original variable names are retained but preceded with the letter 'y' and with suffix 'r' to indicate re-coding. The variables are not included in the Data Dictionary for this User Guide.

Yb3br	how many hours would work ideally
Yc2ar	previous occupation
Ye6br	year last changed job
Yg5br	time takes to travel from work to home
Yk8r	official basic hours
Yo2dr	number of unpaid overtime hours per week
Yp4gr	hours usually work per week
Yp6br	number of children living with respondent
Ye7ar	previous occupation with current employer
Ye2cr	number of people supervised by manager or supervisor
Ye5ar	year started working with current employer
Yk10ser	self employed – time spent on paperwork
Yk14r	entitlement to days paid sick leave
Yn5cr	if quit how long afford to remain out of work
Yo1ar	gross pay last pay period
Yo1cr	net pay last pay period
Yo2ar	hours worked per week of last pay period
Yo2aser	self employed – amount earned in last tax year, gross
Yo2br	how many hours paid overtime
Yo3ser	self employed – average hours per week over last tax year
Yo2bser	self employed – amount earned in last tax year, net
Yp4br	partner's occupation
Yk8c	hours usually work including paid and unpaid overtime
Yk8d	highest number of weekly hours in past 3 months

Data Dictionary

Variable Names and Variable Labels

This dictionary should be used in conjunction with the questionnaires as variable names are assigned according to question numbers. The initial section below contains identifying variables and variables used to produce social class coding and the weighting variables. This is followed by variables corresponding to questions in the questionnaires. The latter are in alphanumeric order (the questionnaires contain sections identified by letters.)

variable	variable label
ibid	unique serial number
idno	address number
uniq_id	sequential serial number
kish	kish weights - to be used if only kish weighting required
estat	preliminary employment status from filter questions
subs8a	corrected s8a for seg coding and weighting
allein	whether self-employed work alone
famhelp	whether self employed get family help
otherhlp	self-employed - number of non family employees
empstat	ons employment status for seg coding
soc	corrected soc code for seg and weighting
empstat1	corrected employment status used to assign seg
soc1	soc group used to assign seg
seg	socio-economic group
rgclass	registrar general's social class
egp	goldthorpe class
cscalm	cambridge scale for men
cscalf	cambridge scale for females
bhours	basic weekly hours
nok8a	respondent has no basic hours
ushrswk	usual hrs worked per week
ftpt	corrected full-time/part-time status - for weighting
wtseg	collapsed seg category used for weighting
agecat	collapsed age category used for weighting

sex	renamed sex variable (p8) used for weighting
combined	post-stratification groups used for weighting
kish2	raw kish weighting (do not use)- trimmed at max 3
lfswt	raw post-stratification weights incorporating kish weights
lfswt2	raw post-strat weights incorporating kish weights
lfswt3	final post-strat weights incorporating kish weights
region	region of residence
density	stratifying variable
intmo	month of interview
tenurec	months with current employer

a10_1-13	the advantages of being self employed
a10a_01	freedom to do what you want/ flexibility
a10a_02	flexible hours/ can work hours to suit oneself
a10a_03	freedom of decision making/ responsibility
a10a_04	can fit in domestic responsibilities
a10a_05	freedom to do what customers/ clients want:
a10a_06	more money/ profitable:
a10a_07	wish to work for self
a10a_08	financial independence:
a10a_09	cannot be made unemployed:
a10a_10	job security:
a10a_11	other
a10a_12	no advantages:
a10a_13	not stated

a10b_1-11	disadvantages of being self employed
a10b_01	no disadvantages:
a10b_02	financial worry
a10b_03	responsibility:
a10b_04	coping with employees:
a10b_05	taxation
a10b_06	burden of legislation:
a10b_07	bankruptcy/ risk

a10b_08	variability of income:
a10b_09	unable to get away from work
a10b_10	other
a10b_11	not stated:
a1_1-8	current working situation
a1_1	i am running or am a partner in a business or professional practice:
a1_2	i work for myself:
a1_3	i work as a sub-contractor:
a1_4	i do freelance work:
a1_5	i run a franchise:
a1_6	my business is a limited company
a1_7	a1_:other:
a1_8	a1_:not stated:
a2_	q.a2 how time is divided
a3_	q.a3 ever been a direct employee of company which now provide services for
a4_	q.a4 number of customers which make up 80% of sales turnover
a5_	q.a5 majority of customers
a6_	q.a6 work alone or have employees/help
a7a_	q.a7a whether family or friends help
a7b_	q.a7b whether family/friends are paid or unpaid
a7c_	q.a7c whether ever employ anyone apart from friends/family
a7d_1-4	basis on which employ people
a7d_1	a7d_:on a temporary or fixed term contract:
a7d_2	a7d_:on a casual/ occasional
a7d_3	a7d_:on a permanent contract:
a7d_4	a7d_:not stated
a7e	q.a7e number employed full time
a7f	q.a7f number employed part time
a8a	q.a8a maximum number of employees during last 12 months
a8b_	q.a8b expected level of employees in 12 months from now
a8c_	q.a8c whether level of employees has changed in past 3 years

a8d_	q.a8d whether ever sub-contract work
a9_1-13	how first came to be self employed
a9_01	a9_:unemployed/ redundant at time
a9_02	always wanted to be self employed:
a9_03	prefer to be my own boss:
a9_04	wanted to follow a particular interest or trade:
a9_05	employer asked me to become self employed
a9_06	self employment goes with the job
a9_07	inherited business
a9_08	to make more money than I otherwise would
a9_09	as a result of being offered work to do
a9_10	went into business with family member
a9_11	came into money (e.g. inheritance/ redundancy money):
a9_12	other
a9_13	not stated
b1_1	importance of aspects in a job - friendly people to work with
b1_10	importance of aspects in a job - regular feedback on performance
b1_11	importance of aspects in a job - extra reward for performing well
b1_12	importance of aspects in a job - hours of work that leave time for family o
b1_13	importance of aspects in a job - a chance to be your own boss
b1_2	importance of aspects in a job - good promotion prospects
b1_3	importance of aspects in a job - good pay
b1_4	importance of aspects in a job - good relations with your supervisor or man
b1_5	importance of aspects in a job - a secure job

b1_6 importance of aspects in a job - a job where you can use your initiative

b1_7 importance of aspects in a job - work you like doing

b1_8 importance of aspects in a job - the opportunity to use your abilities

b1_9 good training provision

b2a_1-13 Reasons for working at present

b2a_01 working is the normal thing to do

b2a_02 need money for basic essentials, such as food, rent, mortgage:

b2a_03 to earn money to buy extras:

b2a_04 to earn money of my own:

b2a_05 for the company of others

b2a_06 i enjoy working

b2a_07 to follow my career

b2a_08 family business/ partner's

b2a_09 to keep brain alive/prevent boredom/ stimulation/motivation

b2a_10 personal improvement/ fulfilment

b2a_11 to provide for family/children

b2a_12 other

b2a_13 not stated

b2b_ main reason for working at present

b2c_ whether present job is just a means of earning a living

b3a_ whether would continue to work if had enough money to live comfortably

b3b ideal number of hours would like to work per week

c1_ whether held a previous job

c2a	type of job held previously
c2c_	whether held managerial duties in previous job
c2d_	whether previous job was as an employee or self-employed
c2e_	number of employees in previous place of employment
c2f_1	permanent: q.c2f status of last job
c2f_2	temporary: q.c2f status of last job
c2f_3	part time: q.c2f status of last job
c2f_4	full time: q.c2f status of last job
c2f_5	not stated: q.c2f status of last job
c2g_	career opportunities in last job
c2h	length of employment in last job
c2i1-5	Basis for incentive payment, bonus or commission;
c2i_1	your own performance
c2i_2	the performance of the team or group to which you belonged
c2i_3	the results achieved by your organisation or your workplace
c2i_4	none of the above
c2i_5	not stated:
c2j_	whether working on own or had employees
c2k_	number of people employed
c3a_1	ever undertaken job with part time hours
c3a_2	ever undertaken-job with a temporary or fixed term contract
c3a_3	ever undertaken-worked as self employed
c3a_4	ever been made redundant
c3b_1	when undertaken job with part time hours

c3b_2	when undertaken-job with a temporary or fixed term contract
c3b_3	when undertaken-worked as selfemployed
c3b_4	when made redundant
c3c_1a	periods of unemployment-for onemonth or more
c3c_1b	when unemployed for one month or more
c3c_2a	periods of unemployment-for six months or more
c3c_2b	when unemployed for six months or more
D1A_	q.d1a whether current hold one job or more than one
D1BR	q.d1b whether second job is as employee or self-employed
D3_	q.d3 percentage of personal earnings which comes from second
E1A	q.e1a details of main job
E1C_	q.e1c number of employees at current place of work
E2A_	q.e2a whether have an immediate manager or supervisor
E2B_	q.e2b sex of immediate manager/supervisor
E3A_	q.e3a whether current job is permanent
E3B_1	e3b_:seasonal work: q.e3b reasons why current job is not per
E3B_2	e3b_:done under contract for a fixed period or for a fixed t
E3B_3	e3b_:agency temping: q.e3b reasons why current job is not pe
E3B_4	e3b_:casual type of work: q.e3b reasons why current job is n
E3B_5	e3b_:some other way, not permanent: q.e3b reasons why curren
E3B_6	e3b_:not stated: q.e3b reasons why current job is not perman
E3C_	q.e3c length of current job
E3D_1	e3d_:you had a contract which included a period of training:
E3D_2	e3d_:you could not find a permanent job: q.e3d reasons for t

E3D_3 e3d_:you did not want a permanent job: q.e3d reasons for tak

E3D_4 e3d_:some other reason: q.e3d reasons for taking a non-perma

E3D_5 e3d_:not stated: q.e3d reasons for taking a non-permanent jo

E4A q.e4a whether current job is full-time or part-time

E4B_1 e4b_:you were a student: q.e4b reasons for taking part-time

E4B_2 e4b_:you were ill or disabled: q.e4b reasons for taking part

E4B_3 e4b_:you did not want a full-time job: q.e4b reasons for tak

E4B_4 e4b_:you could not find a full-time job: q.e4b reasons for t

E4B_5 e4b_:other reasons: q.e4b reasons for taking part-time job r

E4B_6 e4b_:not stated: q.e4b reasons for taking part-time job rath

E4C_1 e4c_:you are financially secure but work because you want to

E4C_2 e4c_:you earn enough working part-time:

E4C_3 e4c_:you want to spend more time with your family:

E4C_4 e4c_:you have domestic commitments which prevent you working

E4C_5 e4c_:you feel that there are insufficient childcare facilities

E4C_6 e4c_:other reasons: q.e4c reasons for not wanting a full-time

E4C_7 e4c_:not stated: q.e4c reasons for not wanting a full-time job

E5B_ q.e5b month in which started working continuously with present employer

E5C_01 e5c_:approached by employer or by someone acting on behalf of

E5C_02 e5c_:approached employer yourself to see if any job was available

E5C_03 e5c_:heard about the job through a friend, relative or perso

E5C_04 e5c_:found the job through a jobcentre: q.e5c how obtained p

E5C_05 e5c_:*found the job through a private job agency: q.e5c how

E5C_06 e5c_:replied to a local newspaper advertisement: q.e5c how o

E5C_07 e5c_:replied to a national newspaper or magazine advertiseme

E5C_08	e5c_:replied to a vacancy found on the internet: q.e5c how o
E5C_09	e5c_:replied to an advertisement in a shop window or notice
E5C_10	e5c_:other method used: q.e5c how obtained present job
E5C_11	e5c_:not stated: q.e5c how obtained present job
E6A_	q.e6a whether have moved to a job with a different name or t
E6C_	q.e6c month of most recent job change
E6D_	q.e6d whether job change was a promotion
E7C_	q.e7c whether had any managerial/supervisory duties in previ
E7D_	q.e7d number of employees at place of work at time of previo
E8_1	changed from temporary contract to permanent or open-ended c
E8_2	changed from permanent or open-ended contract to temporary c
E8_3	changed from part-time to full-time
E8_4	changed from full-time to part-time
E8_5	changed from contractor or freelance to employee status
E8_6	changed from employee to contractor or freelance status
f1a_	standard industrial classification of present employer
f1ase_	worry about earning enough money to support yourself/family
f1bse_	worry about earning enough money for the future
f1c_	type of company – present employer
f2ase_	ease of selling/leaving business within next month without incurring costs
f2bse_1	savings: q.f2b losses if were to leave self employment or fold the busine
f2bse_2	:money invested in business: q.f2b losses if were to leave self employment
f2bse_3	reputation: q.f2b losses if were to leave self employment or fold the bus
f2bse_4	none of the above: q.f2b losses if were to leave self

f2bse_5	not stated: q.f2b losses if were to leave self employment or fold the bus
f3se_1	small organisations: q.f3 main competitors
f3se_2	large organisations: q.f3 main competitors
f3se_3	a mixture of both small and large: q.f3 main competitors
f3se_4	have few/ no competitors: q.f3 main competitors
f3se_5	not stated: q.f3 main competitors
f4se_	q.f4 degree of competition
f5se_	q.f5 money needed to set up current self employment
f6se	amount of money needed
f7se_01	personal savings: q.f7 how money obtained
f7se_02	money selling other business: q.f7 how money obtained
f7se_03	redundancy pay: q.f7 how money obtained
f7se_04	government grant: q.f7 how money obtained
f7se_05	government loan scheme: q.f7 how money obtained
f7se_06	mortgage on house: q.f7 how money obtained
f7se_07	sold house: q.f7 how money obtained
f7se_08	bank/ building society loan: q.f7 how money obtained
f7se_09	loan from family or friend: q.f7 how money obtained
f7se_10	inheritance: q.f7 how money obtained
f7se_11	other: q.f7 how money obtained
f7se_12	not stated: q.f7 how money obtained
f8se_1	specific skills for which you have received training in the past: q.f8 req
f8se_2	specialised knowledge: q.f8 requirements to set up current self employment
f8se_3	experience of this type of work: q.f8 requirements to set up current self
f8se_4	contacts with customers or clients: q.f8 requirements to set up current se

f8se_5 none of these: q.f8requirements to set up current self employment

f8se_6 :not stated: q.f8 requirements to set up current self employment

G1_ q.g1 sex of people worked with

G2_ q.g2 how easy it is for performance to be separated from per

G3_ q.g3 whether usually work in a group or team with two or mor

G3A_ q.g3a whether usually work alone or with one other person

G3B_ q.g3b amount of control which group/team has over its work

G3C_ q.g3c frequency of receiving information about performance o

G4A_ q.g4a whether work on projects either on own or with other e

G4B_ q.g4b whether always work with same people when working on p

G4C_ q.g4c whether work on more than one project at a time

G5A q.g5a location of work

G5C_ q.g5c frequency of contacting manager, supervisor or others

G5D_ q.g5d whether sometimes perform a different set of tasks if

G5E_ q.g5e whether sometimes perform a different set of tasks to

G5F_ q.g5f whether trained to perform a range of different tasks

G6_ q.g6 level of choice in how job done

H10_1 h10_:your own terms and conditions of employment: q.h10 whet

H10_2 h10_:the way your work, or the work of your group, is organi

H10_3 h10_:the way the organisation is managed: q.h10 whether expr

H10_4 h10_:any other concerns: q.h10 whether expressed concerns to

H10_5 h10_:none of these: q.h10 whether expressed concerns to supe

H10_6 h10_:not stated: q.h10 whether expressed concerns to supervi

H1A q.h1a whether ever use a pc, computer or computerised equipm

H1B_	q.h1b importance of using pc, computer or other types of com
H2_	q.h2 level of use of computers or computerised equipment in
H3A_	q.h3a whether use the internet as part of work
H3B_	q.h3b importance of internet usage for work
H3C	q.h3c whether have pc or other computer at home
H3D_	q.h3d whether use computer at home for work purposes
H3E_	q.h3e whether use internet or email at home in connection wi
H3F	q.h3f whether used an e-mail system in job
H3G_	q.h3g importance of email system for work
H4A_	q.h4a whether a computerised system keeps a log or record of
H4B_	q.h4b whether information recorded is used to check performa
H5A	q.h5a whether use a pager, mobile phone or radio link in job
H5B_	q.h5b importance of using pager, mobile phone or radio link
H6_1	q.h6 importance of factors: good contacts with clients or cu
H6_2	q.h6 importance of factors: good contacts with other people
H6_3_	q.h6 importance of factors: ways of working that you have le
H6_4	q.h6 importance of factors: ways of working that you have de
H6_5	q.h6 importance of factors: providing leadership
H7_	q.h7 personal involvement in decisions about how job is done
H7A_	q.h7a level of opportunity to influence decision
H7B_	q.h7b whether should have more say in decisions which affec
H8A_1_	q.h8a whether receive news by notice board
H8A_2_	q.h8a whether receive news by news sheet
H8A_3_	q.h8a whether receive news by internal newspaper or magazine
H8A_4_	q.h8a whether receive news by web-site

H8A_5_	q.h8a whether receive news by internal e-mails
H8B_	q.h8b whether management organises meetings to inform about
H8C_	q.h8c whether management organises meetings where views can
H9A_	q.h9a whether involved in a group which meets to think of im
H9B_	q.h9b whether made suggestions about ways of improving effic
H9C_	q.h9c whether employer has formal suggestion scheme
I1A_	q.i1a whether job allows design and planning of important as
I1B_	q.i1b whether decide specific tasks
I1C_	q.i1c whether someone else decides work to do or speed of wo
I1D_	q.i1d whether can decide to introduce a new task or work ass
I2A_	q.i2a whether have explicit targets and objectives
I2B_	q.i2b how targets are set
I2C_	q.i2c whether achievement of targets affects pay
I2D_	q.i2d whether achievement of targets affects promotion prosp
I2E_	q.i2e frequency with which performance or progress checked
I3_1	i3_:reports and appraisals: q.i3 aspects important in determ
I3_2	i3_:machine or assembly line: q.i3 aspects important in dete
I3_3	i3_:pay incentives: q.i3 aspects important in determining ho
I3_4	i3_:clients or customers: q.i3 aspects important in determin
I3_5	i3_:targets or objectives you are set: q.i3 aspects importan
I3_6	i3_:a supervisor or manager: q.i3 aspects important in deter
I3_7	i3_:your fellow workers or colleagues: q.i3 aspects importan
I3_8	i3_:your own discretion: q.i3 aspects important in determini
I3_9	i3_:not stated: q.i3 aspects important in determining how ha
I4A_1	q.i4a agreement: my job requires that i work very hard

I4A_2	q.i4a agreement: my job requires that i keep learning new th
I4A_3	q.i4a agreement: i never seem to have enough time to get eve
I4B	q.i4b how hard working compared with two years ago
I5A_	q.i5a whether someone formally assesses or appraises job per
I5B_	q.i5b whether a written record of appraisal
I5C_	q.i5c how frequently formal assessment or appraisal meant to
I5D_	q.i5d frequency of formal assessment or appraisal taking pla
I5E_1_	q.i5e whether assessment affects your earnings in any way
I5E_2_	q.i5e whether assessment affects your prospects in any way
I5E_3_	q.i5e whether assessment helps to plan your training and dev
I5E_4_	q.i5e whether assessment sets or revises your targets or obj
I5F_	q.i5f suitability of system of personal appraisal
I5G_	q.i5g whether assessed on job skills and competencies when f
I5H_	q.i5h whether had assessment of job skills and competencies
I5I_	q.i5i whether assessments affected pay
I6A_	q.i6a whether carry out work where can be seen by supervisor
I6B_	q.i6b whether supervisor or manager can tell at a glance how
I6C_1_	q.i6c ease of supervisor or manager to be aware of how much
I6C_2_	q.i6c ease of supervisor or manager to be aware of quality o
I7_1_	q.i7 whether supervisor or manager knows their own job well
I7_2_	q.i7 whether supervisor or manager treats some people better
I7_3_	q.i7 whether supervisor or manager helps employees to learn
I7_4_	q.i7 whether supervisor or manager supports employees when t
I7_5_	q.i7 whether supervisor or manager could do your job if you
J1BR	q.j1b whether received education or training provided or pai

J1C_1	j1c_:use in current job with present employer: q.j1c skills
J1C_2	j1c_:use in a subsequent job with present employer: q.j1c sk
J1C_3	j1c_:use with other employers in the same industry or servic
J1C_4	j1c_:use with employers in other industries or services than
J1C_5	j1c_:not stated: q.j1c skills or knowledge provided by educa
J1DR	q.j1d whether obtained education or training arranged or pai
J2A	q.j2a amount of past experience, skills and abilities can ma
J2B	q.j2b how useful skills would be if working for another empl
J2C	q.j2c how useful skills would be if working for another empl
J3A_	q.j3a chances of being given a significant promotion within
J3B_	q.j3b whether this is because already in highest type of job
J3C_	q.j3c chances of being given a significant promotion by chan
J3D_	q.j3d advantage of being an existing employee when better jo
J3E_	q.j3e better situation for getting significant promotion
J3F_	q.j3f whether present job is a step in recognised career or
J3G_	q.j3g whether type of work has a recognised career or promot
J3H_	q.j3h whether financial rewards for being promoted have incr
J4_1_	q.j4 agreement: i took my present job as a stepping stone to
J4_2	q.j4 agreement: work is the most important thing in my life
J4_3	q.j4 agreement: what i do outside of work is more interestin
J4_4	q.j4 agreement: there are many career opportunities i expect
J4_5	q.j4 agreement: i am really looking for an organisation to s
J4_6	q.j4 agreement: i aim to keep a balance between my work and
J4_7	q.j4 agreement: i plan to stay in the same type of work thro
J4_8	q.j4 agreement: i expect to work for a variety of different

K10A_ q.k10a frequency of working at home as part of job

K10B_ q.k10b frequency of getting together with work colleagues ou

K10C_1 q.k10c activities: attending meetings of a trade/professiona

K10C_2 q.k10c activities: working with schools, colleges, universit

K10C_3 q.k10c activities: being involved in charities or voluntary

K10C_4 q.k10c activities: being a member of a social, sports or art

K10C_5 q.k10c activities: being an active member of a political par

K10C_6 q.k10c activities: being an active member of a religious gro

K11_ q.k11 choices between hours and money earned

K12_ q.k12 proportion of people who work extra hours

K13_ q.k13a whether could get time off work if an immediate famil

K13B_ q.k13b whether would take time off anyway

K13C_ q.k13c whether would get paid if took time off

K13D_ q.k13d whether would have to make up the time

K15_ q.k15 how long until a person persistently arriving late wou

K1A_01 k1a_:occupational pension scheme, beyond the basic state sch

K1A_02 k1a_:sick pay, beyond the basic government scheme: q.k1a ben

K1A_03 k1a_:use of a company car or van: q.k1a benefits received fr

K1A_04 k1a_:free transport, or other help with travel costs: q.k1a

K1A_05 k1a_:goods or services at a discount or a preferential rate:

K1A_06 k1a_:subsidised or free meals: q.k1a benefits received from

K1A_07 k1a_:finance or loans, such as for house purchase: q.k1a ben

K1A_08 k1a_:private health scheme (e.g. bupa): q.k1a benefits recei

K1A_09 k1a_:none: q.k1a benefits received from employer

K1A_10 k1a_:not stated: q.k1a benefits received from employer

K1B	q.k1b whether contribute to a private or personal pension sc
K1C	q.k2 whether may want to retire early or work to normal reti
K3B_	q.k3b annual holidays taken
K4_	q.k4 how working hours are decided
K5A_1_	q.k5a whether starting or finishing times are checked by a s
K5A_2_	q.k5a whether starting or finishing times are checked by a t
K5A_3_	q.k5a whether starting or finishing times are checked by sig
K5B	q.k5b whether job involves starting at different times depen
K5C_	q.k5c whether starting time varies frequently or occasionall
K6A_	q.k6a whether can take a break for 10 minutes without asking
K6B_	q.k6b whether can leave workplace for half an hour without i
K7_1	q.k7 whether job involves working in the day time
K7_2	q.k7 whether job involves working during the evening
K7_3	q.k7 whether job involves working at night
K7_4	q.k7 whether job involves working any time from monday to fr
K7_5	q.k7 whether job involves working any time on saturdays
K7_6	q.k7 whether job involves working any time on sundays
K8A_	q.k8a period of hours
K8B_	q.k8b whether ever work more than the basic hours
K8E_	q.k8e frequency of working more than official hours
K8F_1	k8f_:time off in lieu: q.k8f how compensated for extra hours
K8F_2	k8f_:extra pay: q.k8f how compensated for extra hours
K8F_3	k8f_:extra holidays: q.k8f how compensated for extra hours
K8F_4	k8f_:other method of compensation: q.k8f how compensated for
K8F_5	k8f_:no compensation: q.k8f how compensated for extra hours

K8F_6 k8f_:not stated: q.k8f how compensated for extra hours

K8G_ q.k8g how often take time off in lieu

K9_1_ q.k9 important reasons for working long hours: because it is

K9_2_ q.k9 important reasons for working long hours: to earn addit

K9_3_ q.k9 important reasons for working long hours: to increase c

K9_4_ q.k9 important reasons for working long hours: to meet deadl

K9_5_ q.k9 important reasons for working long hours: because refus

K9_6_ q.k9 important reasons for working long hours: because super

K9_7_ q.k9 important reasons for working long hours: because you f

K9_8_ q.k9 important reasons for working long hours: because every

L10A q.l10a how would describe wages or salary paid

L10B q.l10b how would describe gap between lowest and highest pai

L11 q.l11 administration of self-completion questionnaire

L12 q.l12 outcome of self-completion questionnaire

L1A_ q.l1a any trade unions or equivalent organisations

L1B_ q.l1b whether trade unions represent people doing your kind

L2_1_ q.l2 amount of influence of trade unions: the way the work i

L2_2_ q.l2 amount of influence of trade unions: the level of pay

L2_3_ q.l2 amount of influence of trade unions: the working hours

L3A_ q.l3a proportion of people doing the same kind of work who a

L3B_ q.l3b whether currently a member of a trade union

L3C_ q.l3c main reason for belonging to trade union/equivalent or

L4A_ q.l4a whether able to negotiate personally over pay when ent

L4B_ q.l4b whether ever asked employer to improve pay

L4C_ q.l4c whether received an increase

L5A_ q.l5a whether ever asked employer for a change in hours work

L5B_ q.l5b whether received a change in hours

L6_1 q.l6 incentive payment, bonus or commission based on your ow

L6_2 q.l6 incentive payment, bonus or commission based on team pe

L6_3 q.l6 incentive payment, bonus or commission based on organis

L7_1 q.l7 whether pay rises given to all employees regardless of

L7_2 q.l7 whether pay rises given to those workers who work hard

L7_3 q.l7 whether pay rises given to those workers with favoured

L8 q.l8 whether participate in profit-sharing scheme or share (

L9 q.l9 how true that organisation rewards long service

M1_1 q.m1 satisfaction with your promotion prospects

M1_10 q.m1 satisfaction with the work itself

M1_11 q.m1 satisfaction with the amount of work

M1_12 q.m1 satisfaction with the variety in the work

M1_13 q.m1 satisfaction with the training provided

M1_14 q.m1 satisfaction with the friendliness of the people you wo

M1_15 q.m1 satisfaction with the ease of your journey to work

M1_16 q.m1 satisfaction with the chance to be your own boss

M1_2 q.m1 satisfaction with your pay

M1_3 q.m1 satisfaction with your relations with your supervisor o

M1_4 q.m1 satisfaction with your job security

M1_5 q.m1 satisfaction with the opportunity to use your abilities

M1_6 q.m1 satisfaction with being able to use your own initiative

M1_7 q.m1 satisfaction with the ability and efficiency of managem

M1_8 .m1 satisfaction with the hours you work

M1_9	.m1 satisfaction with fringe benefits
M2	.m2 overall satisfaction with job
M3_1	q.m3 satisfaction with aspects of work: the challenge it set
M3_2	q.m3 satisfaction with aspects of work: the scope for person
M3_3	q.m3 satisfaction with aspects of work: the chance to help o
M3_4	q.m3 satisfaction with aspects of work: the chance to develo
M3_5	q.m3 satisfaction with aspects of work: the opportunity to d
M3_6	q.m3 satisfaction with aspects of work: the chance for perso
M4_1	q.m4 agreement: i am willing to work harder than i have to i
M4_2	q.m4 agreement: i feel very little loyalty to this organisat
M4_3	q.m4 agreement: i would take almost any job to keep working
M4_4	q.m4 agreement: i find that my values and the organisation's
M4_5	m4 agreement: i am proud to be working for this organisati
M4_6	q.m4 agreement: i would turn down another job with more pay
N1	q.n1 whether organisation has a stated policy of avoiding co
N2A	q.n2a workforce over past 3 years
N2B	n2b whether expect redundancies over next year
N3	q.n3 job preference
N4	q.n4 security of job compared to other people's
N5A	q.n5a how long it would take to find an acceptable replaceme
N5B	q.n5b expected pay in replacement job
N5SE11	n5se:my experience: q.n5 difficulties in obtaining a job as
O1a	Last gross pay
O1ase	How well is business doing compared with 1 year ago (self employed)

O1bse	How well will your business perform next year
O1B	q.o1b period covered by last gross pay
O1c	Take home pay after deductions
O1D	q.o1d period covered by last take home pay
O2ase	How much earned in last tax year (self employed)
O2bse	Annual net earnings (self employed)
O2a	How many hours worked
O2b	How many hours were paid overtime
O2C	q.o2c whether worked any unpaid overtime hours
O2d	How many unpaid overtime hours
O3	How many hours worked a week on average over the year
O4ase	How are you normally paid (self employed)
O4bse	How is payment determined (self employed)
O5se	Does your income vary a lot each month (self employed)
P1	q.p1 respondent age
P1BAND	q.p1 respondent age
P2A	q.p2a highest educational qualification
P2B	q.p2b whether obtained professional qualification
P2C	q.p2c whether obtained vocational qualification
P3	q.p3 current marital status
P4A	q.p4a whether partner is in paid work
P4D	q.p4d level of partner's job
P4E	q.p4e status of partner's job
P4F	q.p4f number of employees at partner's place of work
P5	q.p5 how household jobs are shared

P6A	q.p6a children under 16 living in household
P6C	q.p6c age of youngest child in household
P7A	q.p7a how childcare is shared
P7B01	p7b:not applicable, only work at home: q.p7b who looks after
P7B02	p7b:your current husband/ wife or partner: q.p7b who looks a
P7B03	p7b:children's grandparent or other relative: q.p7b who look
P7B04	p7b:friend or neighbour: q.p7b who looks after children duri
P7B05	p7b:paid childminder, nanny or "au pair": q.p7b who looks af
P7B06	p7b:workplace creche or nursery: q.p7b who looks after child
P7B07	p7b:playgroup or creche (not at workplace): q.p7b who looks
P7B08	p7b:day-care centre, nursery or school nursery class: q.p7b
P7B09	p7b:school (during school hours): q.p7b who looks after chil
P7B10	p7b:out-of-school club: q.p7b who looks after children durin
P7B11	p7b:ex-partner: q.p7b who looks after children during workin
P7B12	p7b:other: q.p7b who looks after children during working hou
P7B13	p7b:not stated: q.p7b who looks after children during workin
P7C	q.p7c satisfaction with current childcare arrangements
P7D1	p7d:maternity pay, beyond the basic government scheme: q.p7d
P7D2	p7d:child card assistance: q.p7d childcare benefits received
P7D3	p7d:career break schemes: q.p7d childcare benefits received
P7D4	p7d:term time working: q.p7d childcare benefits received fro
P7D5	p7d:parental leave beyond the basic government scheme: q.p7d
P7D6	p7d:none of these: q.p7d childcare benefits received from em

P7D7 p7d:not stated: q.p7d childcare benefits received from emplo

P8 q.p8 respondent sex

P8A q.p8a regularly spend time caring for disabled or elderly re

P8B1 p8b:yes, time off: q.p8b whether employer assists in care re

P8B2 p8b:yes, flexible hours: q.p8b whether employer assists in c

P8B3 p8b:yes, other: q.p8b whether employer assists in care respo

P8B4 p8b:no: q.p8b whether employer assists in care responsibilit

P8B5 p8b:not stated: q.p8b whether employer assists in care respo

P9 q.p9 willing to be re-contacted

TYPE type of respondent

[Note: the following variables come from the survey screening questionnaire.]

s2 q.s2 whether address is a single dwelling or split into units

s4 q.s4 number of adults aged 20-60

s6 q.s6 number of adults aged 20-60 who are working

s8a q.s8a type of employment

s8b q.s8b type of employment where work the most hours

s8c q.s8c whether have managerial duties

s8d q.s8d whether owner or part-owner

s8e q.s8e whether run the business

s8f q.s8f whether work is supervised

totcalls number of calls

x1 q.x1 type of dwelling

x2 q.x2 state of repair of dwelling

sc10 q.10 number of absences from work due to sickness in last 12

Self Completion Variables

Explanatory note: Each self completion questionnaire for managers (M), non managers (N) and the self employed (SE) are slightly different. The variable names are consistent with the question numbers of the managerial questionnaire. Differences arise for the self employed and non managerial questionnaires. Therefore, to avoid confusion, the question numbers for each of the three questionnaire types are provided beneath each variable listed below.

sc1_1 q.1 importance of work in your life

(sc1_1...6 : M: q1, N: q1, SE: q1)

sc1_2 q.1 importance of family in your life

sc1_3 q.1 importance of friends and acquaintances in your life

sc1_4 q.1 importance of leisure time in your life

sc1_5 q.1 importance of politics in your life

sc1_6 q.1 importance of religion in your life

sc2_1 q.2 satisfaction with the scope for innovation or creativity

(sc2_1...6 : M: q2, N: n/a SE: n/a)

sc2_2 q.2 satisfaction with the chance to gain high rewards for achievement

sc2_3 q.2 satisfaction with respect by others for the work you do

sc2_4 q.2 satisfaction with the scope to lead a group or team

sc2_5 q.2 satisfaction with the chance to influence your organisation's results

sc3 q.3 how often feel under excessive pressure at work

(M: q3, N: q2, SE: q2)

sc4_1 q.4 amount of time job has made you feel: after work I keep worrying

(sc4_1...4: M: q4, N: q3, SE: q2)

sc4_2 q.4 amount of time job has made you feel: i find it difficult to unwind at the e

sc4_3 q.4 amount of time job has made you feel: i feel used up at the end of day

sc4_4 q.4 amount of time job has made you feel: my job makes me feel exhausted

sc5_01-05 Level of anxiety about;

(sc5_1...5: M: q5, N: n/a SE: n/a)

sc5_1 adverse reports on the work of your organisation by an external authority

sc5_2 grievances brought against you by employees you are responsible for

sc5_3 complaints being made to your employer by clients, customers etc

sc5_4 complaints being made to a professional body to which you belong

sc5_5 being exposed to litigation because of the nature of your work

sc6_01-06 How far does your organisation give the following;

(sc6_1...6: M: q6, N: n/a SE: n/a)

sc6_1 encouragement to maintain outside professional contacts

sc6_2 opportunities to go on acquiring professional knowledge

sc6_3 scope to develop ideas which may not have a short-term return

sc6_4 encouragement to pass on knowledge to colleagues

sc6_5 support from senior management to cope with pressure

sc6_6 equipment and technical support to work effectively

sc7_01-07 Over the last 5 years has there been any change in;

(sc7_1...8: M: q7, N: n/a SE: n/a)

sc7_1 the amount of external regulation of how you do your work
sc7_2 the organisation's commitment to quality and service
sc7_3 the willingness of employees to bring forward person
sc7_4 freedom to manage in the most effective way
sc7_5 the willingness of members of the public to complain
sc7_6 the range of targets or criteria that you are required to meet
sc7_7 recognition of the value of your work
sc7_8 the need to work to tight deadlines

sc8a q.8a likelihood of leaving present employment in next 12 months

(M: q8a, N: q4 SE: q4a)

sc8b01-09 Reasons for considering leaving in the next 12 months;

(sc8_1...9: M: q8b, N: q5 SE: q4b)

sc8b01 sc8b:firm will close down:

(M: q8b_01, N: q5_01, SE: q4b_01)

sc8b02 sc8b:i will reach normal retirement age

(M: q8b_03, N: q5_03, SE: q4b_02)

sc8b03 sc8b:i will take early retirement:

(M: q8b_05, N: q5_05, SE: q4b_03)

sc8b04 sc8b:i will be made redundant:

(M: q8b_02, N: q5_02, SE: n/a)

sc8b05 sc8b:my contract of employment will expire:

(M: q8b_04, N: q5_04, SE: n/a)

sc8b06 sc8b:i will decide to leave and work for another employer:

(M: q8b_06, N: q5_06, SE: n/a)

sc8b07 sc8b:*i will decide to leave and work for myself as self-employed:

(M: q8b_07, N: q5_07, SE: n/a)

sc8b08 sc8b: i will decide to leave self-employment and work as an employee:

(M: n/a, N: n/a, SE: q4b_04)

sc8b09 sc8b:i will start a new business:

(M: n/a, N: n/a, SE: q4b_06)

sc8b10 sc8b:i will leave to look after the home/ children/ relative:

(M: q8b_08, N: q5_08, SE: q4b_05)

sc8b11 sc8b:other reason:

(M: q8b_09, N: q5_09, SE: q4b_09)

sc8b12 sc8b:not stated:

sc9 q.9 any long-term illness or disability

(sc9 M: q9, N: q6, SE: q5)

sc10 how many times away from work due to sickness in last 12m

(M: q10, N q7, SE q6)

sc11_1 sc11_1 q.11 job involves: earning fees for your organisation

(sc11_1...3: M: q11, N: n/a SE: n/a)

sc11_2 sc11_2 q.11 job involves: managing a budget

sc11_3 sc11_3 q.11 job involves: managing a profit centre

sc12_1 q.12 anxiety regarding situations: being dismissed without good reason

(sc12_1...6: M: q12, N: q8 SE: q4b)

sc12_2 q.12 anxiety regarding : being unfairly treated through discrimination

sc12_3 q.12 anxiety regarding situations: victimisation by management

sc12_4 q.12 anxiety regarding situations: bullying

sc12_5 q.12 anxiety regarding : sexual harassment

sc12_6 q.12 anxiety regarding : others listening into your telephone conversations

sc13_1 q.13 after work I have too little time to carry out my family responsibilities

(sc13_1...4: M: q13, N: q9 SE: q7)

sc13_2 q.13 agreement: after work I have enough time to pursue other interests

sc13_3 q.13 agreement: my partner/family get a bit fed up with pressure of my job

sc13_4 q.13 agreement: my job allows me to give the time i like to my partner/ family

sc14 q.14 feelings about job

(M: q14, N: q10, SE: q8)

sc15_1 q.15 household/family responsibilities: prevented you from accepting a FT job

(sc15_1...4: M: q15, N: q11, SE: q9)

sc15_2 q.15 responsibilities: prevented you from accepting promotion

sc15_3 q.15 household or family responsibilities: prevented you from changing jobs

sc15_4 q.15 household or family responsibilities: interfered with your ability to devot

sc16 q.16 whether free to choose job

(M: q16, N: q12, SE: q10)

sc17 q.17 whether partner willing to change his/her job

(M: q17, N: q13, SE: q11)

sc18_1 q.18 commitments made by employer: to give you the training you need

(sc18_1...9: M: q18, N: q14, SE: n/a)

sc18_10 q.18 commitments made by employer: to offer you flexibility or choice over

sc18_11 q.18 commitments made by employer: to reward good job performance

sc18_2 q.18 commitments made by employer: provide decent working environment

sc18_3 q.18 commitments made by employer: to be fair in the application of rules

sc18_4 q.18 commitments made by employer: to provide long term job security

sc18_5 q.18 commitments made by employer: to give you chances for promotion

sc18_6 q.18 commitments made by employer: to provide challenging work

sc18_7 q.18 commitments made by employer: to train you in skills you can use

sc18_8 q.18 commitments made by employer: to provide pay rises to maintain

sc18_9 q.18 commitments made by employer: provide time off for family

sc19 q.19 trust employer to keep promises and commitments

(M: q19, N: q15, SE: n/a)

compjob int comparison of own job to average

(M: q20, N: q16, SE: q12)